

ATTACHMENT A
US EMBASSY LIMA
Facilities Management Section
Contractor Safety Policy

This Document outlines the safety policy for contractors hired by the US Embassy Lima Facilities Management Section, which provides construction services and facility maintenance. The concern for safety, health, and welfare of all of our employees and hired Contractors has become our greatest asset. We must all continue to recognize that there is no other aspect of our work that takes greater priority.

It is the policy of the Facilities Section to:

- Provide safe working conditions,
- Perform all activities in ways that eliminate risk of injury or health impairment to any tradesperson,
- Maintain all areas in ways that eliminate risk to visitors and to the public, and
- Eliminate risk of damage to property on and adjacent to every jobsite.

These are basic responsibilities of every company and individual on every jobsite. All supervisors of all trades must routinely accept complete responsibility for prevention of accidents and for the safety of all work under their direction. All trades people of every category are required to conduct themselves in a safe, considerate, and workmanlike manner.

By contract and by law, every company and person employed on the site is obligated at a minimum to comply with this safety policy document, the Federal Occupational Safety and Health Act, Americans with Disabilities Act, and the laws of every entity having jurisdiction over the work and the site.

Any company or individual refusing to correct observed safety violations will be banned from the site at least until such violations are corrected, and will be held completely responsible for all resulting effects.

The collective results of all our direct attention to safety objective will contribute to success, pride, and security that goes with it. Conduct with respect to safety will affect the manner in which the performance of all employees will be measured.

Although we enjoy a safety record to be proud of, our goal is 100% accident-free work, while ensuring our history of enduring quality work and satisfied clients. The good intentions, cooperation and good judgment of all employees in the use of safe and responsible work practices is the path toward continued personal and company improvement, and must be pursued each day.

A. DISCIPLINARY ACTION AND PROCEDURE FOR SAFETY VIOLATIONS

A.1 Policy

Compliance with all safety rules and procedures is a condition of contract agreement when working for the US Embassy Lima. All contractors and their employees

must familiarize themselves with safety rules and procedures, and comply with them in every respect. Supervisory, administrative, and management personnel at all levels are responsible for taking immediate corrective action when a violation is observed.

Contractors are responsible for their crews' compliances.

Any person causing or knowingly allowing an unsafe condition to remain shall be subject to a warning and possible dismissal. Contractors guilty of intentional, serious, and/or repeated violations will be subject to a contract termination.

A.2 Disciplinary Action

If a violation is observed, or comes to the attention of any Embassy supervisor or management personnel, action must be taken immediately to correct the violation. Immediately thereafter, the POSHO is to be notified. The POSHO will then follow the procedures below for necessary disciplinary action:

First Warning:

The first warning will require the person to immediately leave the jobsite. The individual may return the following workday, provided there is not a safety violation. A verbal and written warning, with a copy of the Safety Violation Warning Notice will be given to the contractor and distributed to the project and contractor files.

Second Warning:

The second warning will again require the person to immediately leave the jobsite. That individual will no longer be allowed on a US Embassy jobsite. A written notice will be given to the contractor, be retained by the POSHO and be distributed to the project and contractor files. A meeting will be held with the contractor and the POSHO in order to determine why the individual is not willing to comply with the rules and regulations. Any further action taken at this time will be determined by management, and be based upon the severity of the violation.

Third Warning:

A third violation by the same company will result in a written notice which will be given to the contractor, be retained by the POSHO, and be distributed to the project and contractor file. Three (3) warnings for safety violations may result in termination of contract.

The actions listed above must be taken when a violation is observed. The US Embassy Beijing cannot tolerate actions or negligence that may result in injury. If there are any questions concerning this policy and procedure, contact the POSHO.

B. FIRST AID

The contractor is responsible for providing first aid and medical treatment for their own employees and any subcontractors employed by the contractor. The contractor is also responsible to ensure that the names, addresses and telephone numbers of the

contractor's doctors, hospital, and ambulance services are conspicuously posted as required by law.

The Facilities Section will provide a first aid kit for use by all parties, located at its jobsite field office. The subcontractor is required to provide its own first aid kit conspicuously located in the vicinity of each of its work areas, and readily accessible at all times. Each first aid kit is to be of an appropriate size for the respective crew.

C. CONTRACTOR EMPLOYEE ORIENTATION AND TRAINING

The contractor shall provide and enforce an adequate ongoing safety program for the benefit of its employees. At a minimum, the contractor is required to:

1. Present its safety and loss control orientation program to each new employee prior to that employee's start of work.
2. Inform their employees of all safety and health rules pertaining to their particular work assignment.
3. Inform their employees of the location(s) and uses of all safety equipment and devices; such as first aid kits, fire extinguishers, personal protective devices, personal transport devices, communication equipment, etc.
4. Conduct monthly safety meetings for its supervisory employees and weekly tailgate safety meetings for all employees, including appropriate documentation of all meetings.
5. Implement a regular system of inspection of all work areas with the intention to detect and correct hazardous and potentially hazardous conditions, violations of any safety rule, and unsafe working practices.

D. CONTRACTOR EMPLOYEE CONDUCT

All contractor's employees are to be made aware of the following minimum rules of conduct, and will be required to comply with all such rules. Failure to comply may result in that company or its employee being temporarily or permanently barred from the site, at the sole discretion of the US Embassy Lima.

1. Alcoholic beverages and illegal drugs are strictly prohibited.
2. Employees entering the jobsite in the possession of or under the influence of alcohol or illegal drugs or controlled substances shall be subject to immediate ejection from the jobsite.
3. No firearms or weapons of any kind are allowed on the jobsite.
4. Fighting, gambling, stealing, soliciting, and horseplay of any kind is strictly prohibited.
5. Abusive language or disrespectful behavior is prohibited.
6. All accidents are to be reported on the same day as the accident occurrence.
7. All non-emergency treatment of accidents is to be authorized by the injured employee's immediate supervisor.
8. All employees are to be made aware of any jobsite alarms and emergency code signals.

9. Hardhats and construction grade shoes or boots are to be worn at all times.
10. Seat belts are to be worn at all times when in company vehicles and equipment.
11. Jobsite roadways and walkways are not to be blocked without prior approval of the foreman.
12. Proper hygiene will be expected of each employee.
13. All other written and spoken safety rules are to be followed explicitly.

E. EMPLOYEE CLOTHING AND PERSONAL PROTECTIVE EQUIPMENT

The contractor is responsible to ensure that all contractor's employees comply with minimum requirements for clothing worn in work areas, and that all contractor's employees have available to them and use all personal protective equipment required by their individual work assignments. Failure to comply may result in suspension of the work being performed by those employees until the clothing or equipment need is corrected. At a minimum:

1. The contractor is to provide and require the use of all protective devices and personal protective equipment by its employees at all times as required by their respective work activities.
2. Approved eye and face protection must be worn when conditions require. Safety glasses are required in all circumstances where there is the possibility of exposure to flying debris or particles. Side shields should also be worn whenever possible.
3. Plastic face shields should be worn wherever there is the possibility of flying particles and spraying of liquids or corrosive substances.
4. A hard hat is to be worn at all times.
5. Only full-covered leather work shoes are allowed. Sneakers, canvas shoes, or shoes that are open in any way are not allowed.
6. Shirts must be worn at all times. Sleeveless shirts and tank tops are not allowed.
7. Shorts are not allowed. Full-length pants must be worn at all times.
8. Jewelry is not to be worn on the jobsite at any time. A watch may be worn unless the employee is performing any task, which may result in the watchband being caught, or an object becoming lodged between the band and skin. Watchbands should be of the expansion type, so that they would slip off if they get caught.